

COMPETENCY, COLLABORATION, MOTIVATION AND WORK DISCIPLINE OPERATION ON THE PERFORMANCE OF THE ROOM NURSE AT ORTHOPEDIC PROF DR. R. SOEHARSO HOSPITAL SURAKARTA

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Abstract : *This research evaluates the impact on the operating room nurse's efficiency at Prof. Dr R. Soeharso Orthopedic Hospital, Surakarta, of competence, teamwork, encouragement, and work discipline. This research method using quantitative descriptive. The population of all nurses who work at Orthopedic Hospital Prof. Dr R. Soeharso Surakarta, totalling 180 people. The sampling technique used in this study was the purposive sampling technique with the number of samples in the study were 45 people or respondents. Data collection using a questionnaire. The data analysis technique used is multiple linear regression test, model feasibility test, hypothesis test, and determination coefficient. The results showed that competence, collaboration, motivation, and work discipline affected the operating room nurse's performance at Prof. Dr R. Soeharso Orthopedic Hospital, Surakarta. The variable shows that competence, collaboration, motivation, and work discipline affect nurses' performance by 0.825 or 82.5%, while 17.5% are influenced by other variables that are not studied, such as work environment, ability, education, and others. Suggestions from this study, Prof. Dr R. Soeharso Surakarta Orthopedic Hospital continues to improve the quality of existing competencies, collaboration, motivation, and work discipline, so that nurses' performance will increase and become better than before.*

Keyword : *Competency, Collaboration, Motivation, Work Discipline Operation, Performance*

1. Introduction

Hospitals are one of the health facilities to perform essential health efforts or referral health and support health efforts, either coordinated by the government or the private sector. It is required to always pay attention to social roles in providing health services to the community when carrying out its role. The quality of excellent service characterizes the success of the hospital in carrying out its functions. The quality of hospital services is strongly influenced by several factors, including the most dominant factor is human resources.

In this worldwide outbreak, all nurses are concentrated on playing an active role in breaking the transmission chain by optimizing nurse performance. Sibarani (2018) claimed that success is the product of a person's work in quality and quantity accomplished in performing his duties according to his assigned responsibilities. Sanjaya et al. (2016) Performance is the implementation of the plan that has been prepared. Performance implementation is carried out by human resources who have

abilities, competencies, motivations, and interests. Performance is the result of work achieved by an employee in carrying out his duties and responsibilities.

Competence is one of the factors that affect the performance of a hospital. Sibarani (2018) Expressing that competence is an ability to perform or carry out a job or task based on skills and experience and accompanied by the job's work attitude. Sriwidodo & Haryanto (2010) Competence is an inside and forever part of a person's personality, and In all conditions and tasks, behaviour and results can be widely expected. Employee competency improvement is essential In promoting work skills while determining the level of success produced by staff. The greater the competence, the higher the performance of the employee. The studies have shown that competence influences success (Nasution et al., 2019) ; (Hinsa et al., 2014).

Collaboration is also one of the factors that can affect the performance of a hospital nurse. Suwanda & Surjasa (2018) Describes collaboration as a long-term relationship in which actors generally have working relationships, sharing information and jointly planning and even modifying their business practices to improve joint performance. Maimunah et al. (2020) Suggesting collaboration is very important for employees because obtaining comfort and security while working will affect the performance of karyawan. When everything is going well, quality employee performance will be obtained advance the company/hospital. The results showed that collaboration affects performance (Suwanda & Surjasa, 2018) ; (Maimunah et al., 2020).

Motivation is also one of the factors that affect the performance of a hospital nurse. Work motivation becomes an encouragement or will that affects the workforce's behaviour to be able to improve performance. Motivation is significant because each employee's expected motivation can awaken the desire to work hard and enthusiastically to achieve high performance. (Librianty, 2018). Motivation is a process of willingness to make high-level efforts to achieve organizational goals, conditioned by the business's ability to satisfy the needs of some individuals (Darmayanti, 2015). The results showed that motivation affects performance (Librianty, 2018) ; (Darmayanti, 2015).

In addition to competence, collaboration, and motivation, work discipline is also one factor that can influence hospital nurses' performance. Work discipline is a form of obedience of one's behaviour in complying with specific provisions or regulations related to work and enforced in an organization. Work discipline needs to be owned by everyone so that the organization's life can be safe and smooth (Sudan, 2016). Work discipline is a management action to enable organizational practices to be applied. This preparation leads to attempts to justify and provide awareness of nurses' behaviours and behaviours so that nurses can contribute to greater cooperation and achievement (Sibarani, 2018). The results showed that work discipline affects performance (Sibarani, 2018) ; (Sudan, 2016).

This study tested the effect of competence, teamwork, encouragement, and job discipline on Operating Room Nurses' performance at Prof. Dr R. Soeharso Surakarta Orthopedic Hospital.

2. Research Methodology

According to (Nasir, 2013: 70), "Research design is all the necessary process in planning and implementing research". The research design for this research type with the quantitative approach is non-experimental (correlational survey or causal comparison) or experimentation. This research uses quantitative interpretation method.

The entire subject of the research is the population. If you want to look at all the research elements, the thesis is population research (Arikunto, 2010: 115). The population of all employees

who work as Operating Room Nurses at Orthopedic Hospital Prof. Dr R. Soeharso Surakarta amounts to 180 people. Sugiyono (2007:392) The survey is a part of the population's number and characteristics. The number of samples collected by up to 45 individuals or respondents are nurses at Prof. Dr R. Soeharso Surakarta orthopaedic hospital assigned to the operating room's construction. The sampling technique used in this study was purposive sampling. Techniques for data collection used in this research are:

1. Observation
2. Interviews
3. Questionnaire
4. Literature Studies

This research has used statistical data analysis techniques with a program called SPSS version 25 for windows.

3. Result and Discussion

Discussion Multiple Linear Regression Test

Table 1

Multiple Linear Regression Test			
No	Variable	Unstandardized B	Result
1	(Constant)	4,036	Positive
2	Competence	0,316	Positive
3	Collaboration	0,290	Positive
4	Motivation	0,335	Positive
5	Work Discipline	-0,116	Negative

Based on the table above can be known regression equation is:

$$Y = 4,036 + 0,316 X_1 + 0,290 X_2 + 0,335 X_3 + (-0,116) X_4 \dots (1)$$

From the equation can be explained that:

1. Constant (a)= 4,036

This means that if the constant value (a) = 4,036 while the variables of competence, collaboration, motivation and discipline of work are considered constant or equal to zero, then the nurse performance variable is 4,036 and shows positive results.

2. Competency Coefficient (b1) = 0.316

This means that if the coefficient value of competency variables increases, while the variables of collaboration, motivation and discipline of work are assumed the value of the regression model is fixed, then the value of nurse performance will increase by 0.316 and show positive results.

3. Collaboration Coefficient (b2) = 0.290

This means that if the coefficient value of collaboration variables increases. Simultaneously, the work's competency, motivation, and discipline variables are assumed the value of the regression model is fixed, then the value of nurse performance will increase by 0.290 and show positive results.

4. Motivation Coefficient (b_3) = 0.335

This means that if the coefficient value of motivation variables increases, while the variable competence, collaboration and discipline of work is assumed the value of the regression model is fixed, then the value of nurse performance will increase by 0.335 and show positive results.

5. Coefficient of Work Discipline (b_4) = -0.116

This means that if the coefficient value of work discipline variables increases, while variable competence, collaboration, and motivation are assumed, the regression model's value is fixed, then the nurse's performance value will decrease -0.116 and show negative results.

Goodness Of Fit Tes

Table 2
F-test Result

Model	F _{score}	F _{table}	Sig.	Standart	Note
Regression	52,724	2,61	0,000	0,05	Feasible

The result of data analysis that has been obtained, it can be known that the value of Fhitung is 52,724, because Fhitung > Ftable of 52.724 > 2.61 with a significant amount of 0.000 means that this analysis is significant with a signification rate of less than 0.05 then H0 is rejected In other words, there is an impact on the success of operating room nurses at the Orthopedic Hospital Prof. Dr.R. Soeharso Surakarta between competence, teamwork, encouragement and job discipline simultaneously and substantially. Furthermore, Ha is accepted. In other words, there is an influence between competence, collaboration, motivation and discipline of work simultaneously and significantly on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta and meets for model feasibility test.

Hypothesis Test

Table 3
T-Test Result

Hypothesis	T _{score}	t _{table}	Sig.	Standart	Keterangan
H1	2,614	>2,021	0,013	0,05	Accepted
H2	2,339	>2,021	0,024	0,05	Accepted
H3	2,452	>2,021	0,019	0,05	Accepted
H4	-2,208	<-2,021	0,033	0,05	Accepted

Based on the results of t-test in the table above can be explained in the hypothesis in the form of the following:

a. Effect of Competence on Nurse Performance

Competency Variable has a value of t score $> t$ table ($2.614 > 2.021$) and significance of $0.013 < 0.05$ then H_0 is rejected, and H_a is accepted. It can be concluded that there is a positive and significant influence of competence on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

b. The influence of Collaboration on The Performance of Nurses Variable Collaboration has a value of t score $> t$ table ($2,339 > 2,021$) and significance of $0.024 < 0.05$ then H_0 rejected and H_a received. It can be concluded that there is a positive and significant influence of collaboration on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

c. The influence of Motivation on The Performance of Motivation Variable Nurses has a value of t score $> t$ table ($2,452 > 2.021$) and significance of $0.019 < 0.05$ then H_0 rejected and H_a received. It can be concluded that there is a positive and significant influence of motivation on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

d. Effect of Work Discipline on Nurse Performance

The Work Discipline Variable has a value of -t score $< -t$ table ($-2.208 < -2.021$) and significance of $0.033 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of work discipline on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta

R-Squared Test

Table 4				
R Square Result				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	0,917	0,841	0,825	1,116

The calculation result obtained adjusted R square value of 0.825. Means variable competency, collaboration, motivation, and discipline of work contributed to nurses' performance by 82.5% while the remaining 17.5% explained by other variables not proposed in this study such as work environment, ability, education, and others.

Results

1. Competency has a positive effect on Nurse Performance meaning that if the Competency Variable is improved then the Nurse's Performance will increase. This means that nurses' performance in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta can be explained by competence.

Based on spss count results obtained t score $> t$ table ($2,614 > 2,021$) and significance of $0.013 < 0.05$. This means that competence has a positive and significant effect on the performance of nurses. These results prove that the higher the competence, it will improve nurses' performance at the Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

So the hypothesis that states "Competence affects the performance of nurses in Orthopedic Hospital Prof. Dr.R.Soeharso Surakarta" can be accepted the truth. The results of this study are in line with previous research conducted by (Nasution et al., 2019) ; (Hinsa et al., 2014) which states that competence positively and significantly affects the performance of nurses

2. Collaboration has a positive effect on Nurse Performance meaning that if the Collaboration variable is improved then the Nurse Performance will increase. This gives the meaning or meaning that the Performance of Nurses in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta can be explained by collaboration.

Based on spss count results obtained t score $> t$ table ($2,339 > 2,021$) and significance of $0.024 < 0.05$. This means that collaboration has a positive and significant effect on the performance of nurses. These results prove that the higher the collaboration, it will improve nurses' performance at the Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

So the hypothesis states, "Collaboration affects nurses' performance in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta" is acceptable truth. This study's results are in line with previous research conducted by (Suwanda & Surjasa, 2018) ; (Maimunah et al., 2020) stated that collaboration has a positive and significant effect on nurse performance.

3. Motivation has a positive effect on nurse performance, meaning that if the Motivation variable is improved, then the Nurse's Performance will increase. This gives the meaning or meaning that the Performance of Nurses in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta can be explained by motivation.

Based on spss count results obtained t score $> t$ table ($2,452 > 2,021$) and significance of $0.019 < 0.05$. This means that motivation has a positive and significant effect on the performance of nurses. These results prove that the higher the motivation will improve nurses' performance at the Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

So the hypothesis states "Motivation affects nurses' performance in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta" is acceptable truth. The results of this study are in line with previous research conducted by (Librianty, 2018) ; (Darmayanti, 2015) stated that motivation has a positive and significant effect on nurses' performance.

4. Work Discipline has a positive effect on Nurse Performance meaning that if the Work Discipline Variable is improved then the Nurse's Performance will increase. This gives the meaning that the Performance of Nurses that occur in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta can be explained by Work Discipline.

Based on spss count results obtained -t score $< -t$ table ($-2.021 < -2.208$) and significance of $0.033 < 0.05$. This means that work discipline has a positive and significant effect on the performance of nurses. These results prove that the higher the work discipline, it will improve nurses' performance at the Orthopedic Hospital Prof. Dr R.Soeharso Surakarta. Although the value is negative, the provisions of the $<$ criteria are still $< -t$ table, so the result there is a positive and significant influence of work discipline on nurses' performance at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

So the hypothesis states "Work Discipline affects nurses' performance in Orthopedic Hospital Prof. Dr R.Soeharso Surakarta" is acceptable truth. The results of this study are in line with

previous research conducted by (Sibarani, 2018) ; (Sudan, 2016) states that work discipline has a positive and significant effect on nurses' performance.

4. Conclusion

Based on the results of hypothesis testing and discussion in this study from 45 questionnaires that have been distributed to nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta, it can be concluded that competence, collaboration, motivation and discipline of work have a positive and significant influence on the Performance of Operating Room Nurses at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta.

The adjusted R Square (R^2) value was obtained by 0.825 or 82.5% based on the research and discussion. This means the determination or contribution of competency variables, collaboration, motivation, and discipline of work to operating room nurses' performance at Orthopedic Hospital Prof. Dr R.Soeharso Surakarta by 73.2%. The remaining contribution of other variables is only 17.5% such as work environment, ability, education and others.

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